

2017 Equal Employment Opportunity Data

June 5, 2018



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MCC's Equal Employment Opportunity Data Posted Pursuant to Title III of the "Notification and Federal Employee Antidiscrimination and Retaliation Act of 2002 (No FEAR Act), P. L. 107-174."

Complaint Activity 29 CFR §1614.704 (a), (b) and (c)	Comparative Data Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	2017 thru 9-30-17
Number of Complaints Filed	0	3	1	3	2	3
Number of Complainants	0	3	1	3	2	3
Repeat Filers	0	1	0	1	0	0

Complaints by Basis 29 CFR §1614.704(d) <i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed</i>	Comparative Data Previous Fiscal Year Data					
	2012	2013	2014	2015	2016	2017 thru 9-30-17
Race	0	2	1	1	0	3
Color	0	0	0	1	0	0
Religion	0	0	0	0	0	0
Reprisal	0	2	0	1	1	2
Sex	0	0	0	1	1	2
National Origin	0	0	0	1	0	1
Equal Pay Act	0	0	0	0	0	0
Age	0	0	1	2	1	0
Disability	0	0	1	2	0	0
Genetic Information	0	0	0	0	0	0
Non-EEO	0	0	0	0	0	0

Complaints by Issue 29 CFR §1614.704(e)	Comparative Data (Sec. 1614.705)
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			Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>			2012	2013	2014	2015	2016
Appointment/Hire	0	1	0	0	1	0	
Assignment of Duties	0	0	0	0	0	0	
Awards	0	0	0	0	0	0	
Conversion to Full-time	0	0	0	0	0	0	
Disciplinary Action							
Demotion	0	1	0	0	0	0	
Reprimand	0	0	0	0	0	0	
Removal	0	0	1	1	0	0	
Suspension	0	1	0	0	0	0	
Other	0	0	0	0	0	0	
Duty Hours	0	0	0	0	0	0	
Evaluation Appraisal	0	0	0	2	0	0	
Examination/Test	0	0	0	0	0	0	
Harassment							
Non-Sexual	0	0	1	2	0	1	
Sexual	0	0	0	0	0	0	
Medical Examination	0	0	0	0	0	0	
Pay (Including Overtime)	0	0	0	0	0	0	
Promotion	0	0	0	0	0	0	

Complaints by Issue 29 CFR §1614.704(e)			Comparative Data (Sec. 1614.705)				
			Previous Fiscal Year Data				
<i>Note: Complaints can be filed alleging multiple issues. The sum of the issues may not equal total complaints filed.</i>			2012	2013	2014	2015	2016
/Non-Selection							
Reassignment							
Denied	0	0	0	0	0	0	
Directed	0	0	0	1	0	0	
Reasonable Accommodation	0	0	1	1	0	0	
Reinstatement	0	0	0	0	0	0	
Retirement	0	0	0	0	0	0	
Termination	0	0	0	0	0	1	
Terms/Conditions of Employment	0	0	0	0	0	1	
Time and Attendance	0	0	0	1	0	0	
Training	0	0	0	1	0	0	
Other	0	0	0	0	0	0	

Processing Time 29 CFR §1614.704(f)			Comparative Data (Sec. 1614.705)				
			Previous Fiscal Year Data				
			2012	2013	2014	2015	2016
Complaints pending during fiscal year							

Processing Time 29 CFR \$1614.704(f)			Comparative Data (Sec. 1614.705)				
			Previous Fiscal Year Data				
			2012	2013	2014	2015	2016
Average number of days in investigation stage	0	0	0	133	124	120	
Average number of days in final action stage	0	0	9	67	55	71	
Complaints pending during fiscal year where hearing was requested							
Average number of days in investigation stage	0	0	0	0	124	0	
Average number of days in final action stage	0	0	0	0	0	0	
Complaints pending during fiscal year where hearing was not requested							
Average number of days in	0	0	0	0	124	120	

Processing Time 29 CFR §1614.704(f)			Comparative Data (Sec. 1614.705)					2017
			Previous Fiscal Year Data					
			2012	2013	2014	2015	2016	
investigation stage								
Average number of days in final action stage	0	0	0	0	0	107		

Complaints Dismissed by Agency Pursuant to 1614.107(a) 29 CFR §1614.704(g)			Comparative Data (Sec. 1614.705)				
			Previous Fiscal Year Data				
			2012	2013	2014	2015	2016
Total Complaints Dismissed by Agency	0	0	1	0	0	1	
Average days pending prior to dismissal	0	0	9	0	0	32	
Complaints Withdrawn by Complainants							
Total Complaints Withdrawn by Complainants	0	0	0	0	0	0	

Total Final Actions Finding Discrimination 29 CFR §1614.704(h)						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2014		2015		2016	
						#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0			0		0		0			
Without Hearing	0		0		0			0		0		0			
With Hearing	0		0		0			0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR§1614.704(i)						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2013		2015		2016	
						#	%	#	%	#	%	#	%	#	%
Total Number Findings	0		0		0			0		0		0			
Race	0		0		0			0		0		0			
Color	0		0		0			0		0		0			
Religion	0		0		0			0		0		0			
Reprisal	0		0		0			0		0		0			
Sex	0		0		0			0		0		0			
National Origin	0		0		0			0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR§1614.704(i)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2013		2015		2016	
					#	%	#	%	#	%	#	%	#	%
n														
Equal Pay Act	0		0		0		0		0		0			
Age	0		0		0		0		0		0			
Disability	0		0		0		0		0		0			
Genetic Information	0		0		0		0		0		0			
Non-EEO	0		0		0		0		0		0			
Findings After Hearing	0		0		0		0		0		0			
Race	0		0		0		0		0		0			
Color	0		0		0		0		0		0			
Religion	0		0		0		0		0		0			
Reprisal	0		0		0		0		0		0			
Sex	0		0		0		0		0		0			
National Origin	0		0		0		0		0		0			
Equal Pay Act	0		0		0		0		0		0			
Age	0		0		0		0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR§1614.704(i)						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2013		2015		2016	
						#	%	#	%	#	%	#	%	#	%
Disability	0		0			0		0		0		0			
Genetic Information	0		0			0		0		0		0			
Non-EEO	0		0			0		0		0		0			
Findings Without Hearing	0		0			0		0		0		0			
Race	0		0			0		0		0		0			
Color	0		0			0		0		0		0			
Religion	0		0			0		0		0		0			
Reprisal	0		0			0		0		0		0			
Sex	0		0			0		0		0		0			
National Origin	0		0			0		0		0		0			
Equal Pay Act	0		0			0		0		0		0			
Age	0		0			0		0		0		0			
Disability	0		0			0		0		0		0			
Genetic In	0		0			0		0		0		0			

Findings of Discrimination Rendered by Basis 29 CFR§1614.704(i)					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2013		2015		2016	
					#	%	#	%	#	%	#	%	#	%
form ation														
Non- EEO	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Total Num ber F indin gs	0		0		0		0		0		0			
App oint ment /Hire	0		0		0		0		0		0			
Assi gnm ent of D uties	0		0		0		0		0		0			
Awar ds	0		0		0		0		0		0			
Conv ersio n to Full- time	0		0		0		0		0		0			
Disci plina ry Ac tion	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Demotion	0		0		0		0		0		0			
Reprimand	0		0		0		0		0		0			
Suspension	0		0		0		0		0		0			
Removal	0		0		0		0		0		0			
Other	0		0		0		0		0		0			
Duty Hours	0		0		0		0		0		0			
Evaluation Appraisal	0		0		0		0		0		0			
Examination/Test	0		0		0		0		0		0			
Harassment	0		0		0		0		0		0			
Non-Sexual	0		0		0		0		0		0			
Sexual	0		0		0		0		0		0			
Medical Examination	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2014		2015		2016	
						#	%	#	%	#	%	#	%	#	%
natio n															
Pay (Inclu ding Over time)	0		0		0			0		0		0			
Prom otion /Non -Sele ction	0		0		0			0		0		0			
Reas sign ment	0		0		0			0		0		0			
Deni ed	0		0		0			0		0		0			
Direc ted	0		0		0			0		0		0			
Reas onab le Ac com mod ation	0		0		0			0		0		0			
Rein state ment	0		0		0			0		0		0			
Retir eme nt	0		0		0			0		0		0			
Term inati on	0		0		0			0		0		0			
Term s/Co	0		0		0			0		0		0			

Findings of Discrimination Rendered by Issue						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2014		2015		2016	
						#	%	#	%	#	%	#	%	#	%
Conditions of															
Time and Attendance	0		0		0			0		0		0			
Training	0		0		0			0		0		0			
Other	0		0		0			0		0		0			
Findings After Hearing	0		0		0			0		0		0			
Appointment/Hire	0		0		0			0		0		0			
Assignment of Duties	0		0		0			0		0		0			
Awards	0		0		0			0		0		0			
Conversion to Full-time	0		0		0			0		0		0			
Disciplinary Action	0		0		0			0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Demotion	0		0		0		0		0		0			
Reprimand	0		0		0		0		0		0			
Removal	0		0		0		0		0		0			
Other	0		0		0		0		0		0			
Duty Hours	0		0		0		0		0		0			
Evaluation Appraisal	0		0		0		0		0		0			
Examination/Test	0		0		0		0		0		0			
Harassment	0		0		0		0		0		0			
Non-Sexual	0		0		0		0		0		0			
Sexual	0		0		0		0		0		0			
Medical Examination	0		0		0		0		0		0			
Pay (0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2014		2015		2016	
						#	%	#	%	#	%	#	%	#	%
Inclu ding Over time)															
Prom otion /Non -Sele ction	0		0		0			0		0		0			
Reas sign ment	0		0		0			0		0		0			
Deni ed	0		0		0			0		0		0			
Direc ted	0		0		0			0		0		0			
Reas onab le Ac com mod ation	0		0		0			0		0		0			
Rein state ment	0		0		0			0		0		0			
Retir eme nt	0		0		0			0		0		0			
Term inati on	0		0		0			0		0		0			
Term s/Co nditi ons of Empl	0		0		0			0		0		0			

Findings of Discrimination Rendered by Issue						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2014		2015		2016	
						#	%	#	%	#	%	#	%	#	%
oym ent															
Time and Atte ndan ce	0		0		0			0		0		0			
Train ing	0		0		0			0		0		0			
Othe r	0		0		0			0		0		0			
Findi ngs With out Hear ing	0		0		0			0		0		0			
App oint ment /Hire	0		0		0			0		0		0			
Assi gnm ent of D uties	0		0		0			0		0		0			
Awar ds	0		0		0			0		0		0			
Conv ersio n to Full- time	0		0		0			0		0		0			
Disci plina ry Ac tion	0		0		0			0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
Demotion	0		0		0		0		0		0			
Reprimand	0		0		0		0		0		0			
Suspension	0		0		0		0		0		0			
Removal	0		0		0		0		0		0			
Other	0		0		0		0		0		0			
Duty Hours	0		0		0		0		0		0			
Evaluation Appraisal	0		0		0		0		0		0			
Examination/Test	0		0		0		0		0		0			
Harassment	0		0		0		0		0		0			
Non-Sexual	0		0		0		0		0		0			
Sexual	0		0		0		0		0		0			
Medical Examination	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue					Comparative Data (Sec. 1614.705)									
					Previous Fiscal Year Data									
					2012		2013		2014		2015		2016	
					#	%	#	%	#	%	#	%	#	%
natio n														
Pay (Inclu ding Over time)	0		0		0		0		0		0			
Prom otion /Non -Sele ction	0		0		0		0		0		0			
Reas sign ment	0		0		0		0		0		0			
Deni ed	0		0		0		0		0		0			
Direc ted	0		0		0		0		0		0			
Reas onab le Ac com mod ation	0		0		0		0		0		0			
Rein state ment	0		0		0		0		0		0			
Retir eme nt	0		0		0		0		0		0			
Term inati on	0		0		0		0		0		0			
Term s/Co	0		0		0		0		0		0			

Findings of Discrimination Rendered by Issue						Comparative Data (Sec. 1614.705)									
						Previous Fiscal Year Data									
						2012		2013		2014		2015		2016	
						#	%	#	%	#	%	#	%	#	%
Conditions of Employment															
Time and Attendance	0		0		0			0		0		0			
Training	0		0		0			0		0		0			
Other	0		0		0			0		0		0			

Pending Complaints Filed in Previous Fiscal Years by Status				Comparative Data									
				Previous Fiscal Year Data									
				2012		2013		2014		2015		2016	
Total complaints from previous Fiscal Years	0		0		0		1		2		1		
Total Complainants	0		0		0		1		2		1		
Number of complaints pending													
Investigation	0		0		0		2		0		1		
Hearing	0		0		0		0		1		0		
Final Action	0		0		0		0		1		0		

Pending Complaints Filed in Previous Fiscal Years by Status			Comparative Data					2017
			Previous Fiscal Year Data					2016
			2012	2013	2014	2015	2016	2017
Appeal with EEOC Office of	0	0	0	0	0	1		

Complaint Investigations			Comparative Data					2017
			Previous Fiscal Year Data					2016
			2012	2013	2014	2015	2016	2017
Pending Complaint s Where Investigati ons Exceeds Required Time Frames	0	0	0	0	0	0		